EFFECTIVE FEEDBACK

WHAT IS FEEDBACK??

VERBAL OR NONVERBAL COMMUNICATION TO A PERSON OR GROUP PROVIDING INFORMATION AS TO HOW THEIR BEHAVIOR IS AFFECTING OR INFLUENCING YOU.

• JOHARI WINDOW

SELF

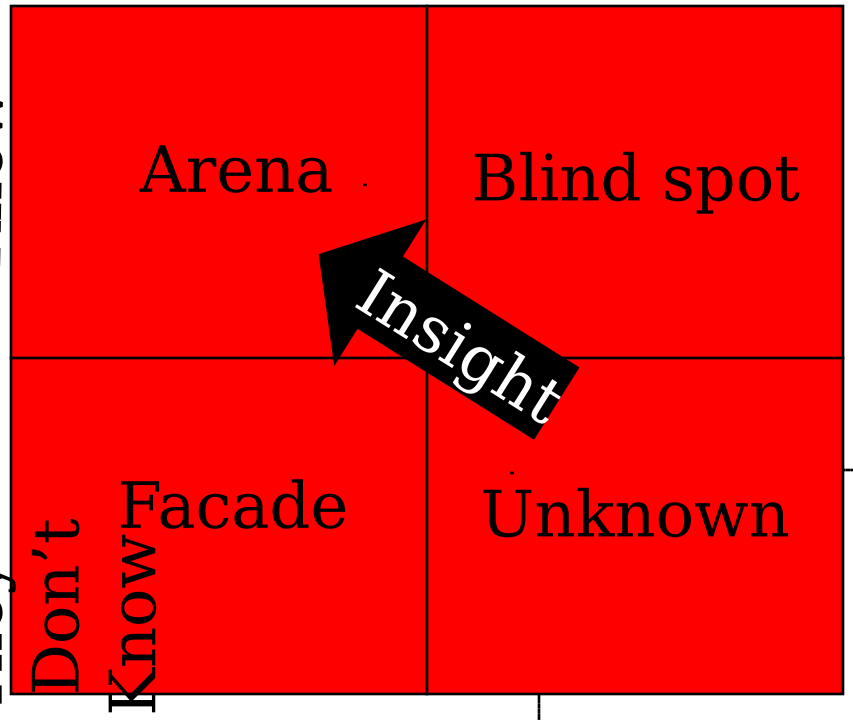
Solicits Feedback

Things I Know | Things I Don't Know

Gives Feedback

GROUP

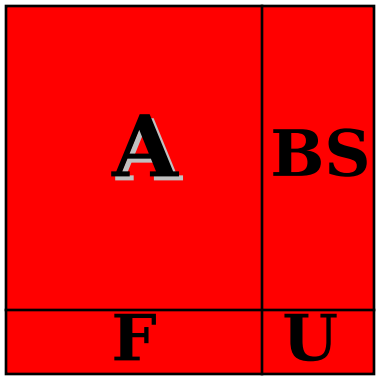
Self-Disclosure

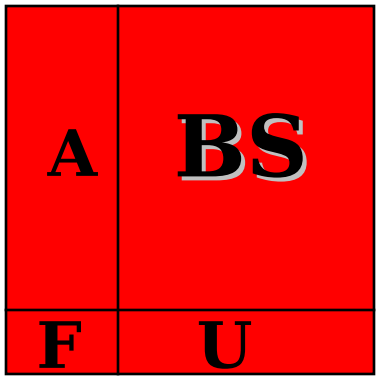


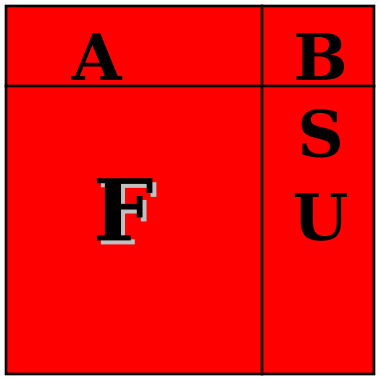
Unconscious

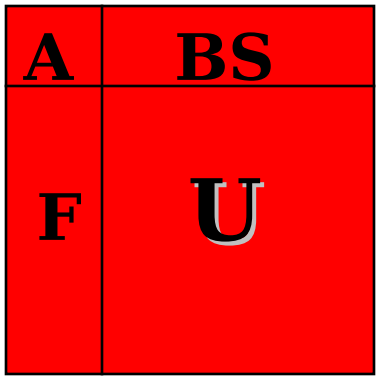
Engaged worldwide with ready units and soldiers.

VARIOUS WINDOWS









Large Arena: Behavior above board & open

Large Blind Spot: Tells group thoughts & feelings, but is insensitive to feedback

Large Façade: Asks questions of group but does not give information or feedback

Large Unknown: Silent member observer; neither gives nor asks for feedback

REASONS FOR GIVING AND RECEIVING FEEDBACK

- **PERSONAL GROWTH**
- **FIND OUT ABOUT SELF**
- **GAIN INSIGHT**
- **OPEN ENVIRONMENT**

HOW TO GIVE FEEDBACK

- *"I" MESSAGES*
  - **Describe the specific behavior**
  - **Describe the tangible effect that beha on you or the organization**
  - **Describe how you feel (not think) in feeling terminology**

HOW TO RECEIVE FEEDBACK

- **BE NONDEFENSIVE**
- **ASK FOR MORE INFORMATION**
- **SAY THAT YOU DO NOT WANT FEEDBACK**

WHAT TO DO WITH FEEDBACK

- **USE IT**
- **THINK ABOUT IT**
- **FORGET IT**